

Los Angeles 2018

Jan 22: Speak To Be Heard!™: Influencing Others to Take Action

Stacey Hanke will help you eliminate the static that plagues communicative delivery - to persuade, sell your ideas, motivate and influence others to act on what you have to say. She will explain the positive actions you can take to increase your impact and value to your peers, clients and teams. This highly interactive session will show you how to immediately implement the influence skills and techniques you learn to your day-to-day conversations. (NOTE: Participants should bring a smartphone or iPad with them to the session.)

Stacey Hanke is co-author of the book *Yes You Can! Everything You Need From A To Z To Influence Others To Take Action*. Her second book, *Influence Redefined*, will be released in early 2017. Stacey is founder of Stacey Hanke Inc. She has trained over 15,000 people to rid themselves of bad body language habits and choose words wisely.

Feb 27: Next Level Leadership: Six Key Skills for Success

This practical and engaging session will teach participants techniques that allow them to see around corners, anticipate the next big things, and make wise decisions that hold up in situations of uncertainty and volatility. Participants will sharpen skills in forecasting, learn how to pick key issues and early signals from a flood of information, reduce uncertainty to manageable levels, think in the future tense, and multiply intelligence through structured collaboration. Participants will build their own executive scanning system, learn the best questions to ask in uncertainty, and practice making wise decisions with incomplete information. The key skills participants learn in this session, added to operational expertise, will enhance their influence and value to the organization and their colleagues.

Mr. Bob Treadway is a globally-praised advisor on forecasting, strategy, and leadership development who believes that foresight and anticipation strongly enhance a leader's effectiveness and value. He has served as top-rated leadership faculty for industry programs in financial services, agriculture, food, information security, and government. Eight US and Canadian universities and colleges have invited him to serve as guest lecturer and adjunct faculty. Clients like Berkshire Hathaway, Motorola, Hilton, the Federal Reserve, Gillette, ExxonMobil, American Express, Syngenta, US Gypsum, and the National League of Cities retain Mr. Treadway to help them develop long-ranged thinking.

Mar 20: Tools and Techniques for the Five Most Common Coaching Situations

The two areas in which coaching has the most dramatic impact at work are: (1) coaching to engage and develop the high potential people on your team (2) coaching to influence your boss to increase your personal credibility and effectiveness. In this session participants will learn how to connect developmental experiences to needs and position twelve challenges required to develop and engage the high potentials for current and future success. We'll also examine coaching from a perspective of influencing or "coaching up" in the organization.

Bill Hawkins is an expert in leadership effectiveness and organizational change. In association with the Alliance 4 Strategic Leadership: Coaching and Consulting, he has conducted leadership training in over twenty FORTUNE 500 companies in seventeen countries. Listed in Who's Who in International Business, he is a contributing author in the Peter Drucker Foundation book, "The Organization of the Future." He is also listed in the Who's Who in International Business.

Apr 24: Power and Influence: Maximizing Your Impact

As much as we might like to deny it, power and politics are a reality in organizational life. Those wishing to implement new ideas, advance professionally, or help those around them to do their best work must attend to power and influence dynamics in order to succeed. The purpose of this session is to boost your performance in the area of power and influence by increasing your ability to recognize organizational politics and by helping you to identify strategies for maximizing your impact at all levels of the hierarchy. You will learn how to spot - and deal effectively with - the power dynamics you encounter throughout your organization as well as thoughtfully consider the particular approaches to power that are the strongest fit for you. This interactive session will serve as a "power tune-up" with an overview of the various bases of power and types of influence leaders have at their disposal for establishing productive cultures, motivating employees, and more effectively accomplishing organizational goals.

DR. NATHANAEL FAST is a sought-after professor at USC's Marshall School of Business in Los Angeles, California. He earned his Ph.D. in Organizational Behavior at Stanford University's Graduate School of Business. He studies and teaches about the determinants and consequences of power and status in groups and organizations. He also examines the psychological processes that lead people, ideas, and practices to become and remain prominent. His research findings have been published in top-tier academic journals and popular accounts of his work have appeared widely in media outlets such as The Economist, NPR, Wall Street Journal, Harvard Business Review, Forbes, and New York Times. Dr. Fast teaches in the full-time MBA program at USC Marshall and also teaches executives and speaks regularly at conferences and in Fortune 500 companies. He has received numerous awards for his teaching and research, including USC Marshall's Golden Apple teaching award. In 2014 he was selected by Poets & Quants as one of The World's 40 Best B-School Profs Under the Age of 40.

May 22: High-Impact Transformational Leadership

Effective leaders possess a broad set of leadership skills and competencies - the science of leadership - and they know when, where, and under what conditions to use each - the art of leadership. Dr. Hannah will combine cutting-edge research with lessons-learned from his three decades of personal leadership experience, spanning from a front line to a strategic leader, to advance attendees' capabilities and development as inspirational leaders. This seminar will cover various forms of leader style, power and influence, and focus on the more effective forms of transformational, inspirational, and authentic leadership behaviors.

Professor Hannah holds an endowed chair in management at Wake Forest University School of Business. He is a retired US Army Colonel with vast practical experience leading complex organizations and developing leaders. He previously was the Director of Leadership and Management Programs at West Point The United States Military Academy, and as the Director of the US Armys center for the profession and character-based leader development.

Jun 12: Coaching for Results: How Leaders Turn Difficult Conversations into Breakthroughs

Leaders routinely face the challenge of helping employees see things differently. Helping others see their blind spots, gaps in logic, and barriers to change means you have to challenge how they think. You cant tell them to think differently and expect results. Rather, you have to listen in a specific way to know what questions to ask in order to break through their mental frames. If done properly, there is a moment in the conversation that changes everything. This powerful session will help leaders create breakthrough moments in their performance and development conversations, opening the minds of the people they work with.

Dr. Marcia Reynolds works with clients around the world who seek to develop effective leaders. She understands organizational cultures, what blocks communication and innovation, and what is needed to bring people together for better results. Her newest book, *The Discomfort Zone: How Leaders Turn Difficult Conversations into Breakthroughs*, hit #2 on the hot new releases on Amazon two months before it was released.

Jul 24: Becoming the Leader that Others Want to Follow: Essential Skills for Building Engagement, Teamwork, and Results

Leaders are challenged to not only recruit and select top talent but also to retain their best in an environment of uncertainty and change. As 'A players' search for the best companies - and continually hone their resumes - a key strategy to retain them is to fully engage them. This session will share the state of engagement in today's workplaces including how each generation views work and their place in it. Strategies and techniques will include enhancing your leadership acumen, building effective and trusting teams, engaging all generations of employees by understanding their needs and maintaining your personal resilience to be the very best leader that you can be.

Dr. Jan Ferri-Reed is a seasoned consultant and President of KEYGroup, a 28-year Pittsburgh-based speaking, education and assessment firm. She has presented a variety of programs to thousands of managers and employees in a diverse range of organizations across the globe. She provides guidance, wisdom and wit to leaders who want to create productive and profitable workplaces.

Aug 14: The One Day MBA: The Tools You Need for World-Class Performance

All managers need a broad perspective to effectively deal with the complex challenges they face daily. To develop this skill, this one-day seminar presents many of the tools and techniques found in MBA programs today. Specifically, participants will examine how basic business processes drive financial results, learn how effective risk management can improve business planning and decision making, and explore how financial and non-financial measures can best be used to evaluate operating results.

Dr. Barsky is currently a professor at the Villanova University School of Business. He has also taught as a visiting professor in the Executive MBA program at Washington University in St. Louis and the INSEAD MBA program in Europe. He has been a faculty member with the Institute for Management Studies since 2001. His research and teaching focus on performance measurement, business planning, risk assessment, and contemporary financial reporting issues. Dr. Barsky develops and delivers executive education programs for various Fortune 100 companies, global professional services firms, and industry associations in North America and Europe. In addition to professional experience in the fields of accounting and finance as an analyst, auditor, and business consultant, Dr. Barsky has also served on business advisory boards and as the Treasurer for a retailing cooperative. He has authored five books and published over seventy articles in various academic and professional journals, including *Strategic Finance*, *The Economist*, *Best Practices in Executive Decision Making*, *Commercial Lending Review*, *Corporate Finance Review*, and *Advances in Business Education and Training*.

Sep 12: Managing AND Leading: 7 Strategies to Help You Excel at Both

This session will explore the essential strategies and techniques required to powerfully lead and manage simultaneously from the same role. Being a manager is one of the most arduous and yet most valuable roles in any organization. The challenge lies in dealing with the expectations of those above and below you while also contributing to people's success around you. When you master this, you will discover how to impact any organization from the middle. You will leave this class with the skills needed to powerfully evolve into a successful Manager.

Ms. Ann Tardy, a former Silicon Valley corporate attorney and a current leadership expert, speaker, and author, Ann has been studying how people impact organizations from the middle for over 25 years. As the author of four books, Ann serves as the Founder and CEO of LifeMoxie Mentoring & Leadership and the Founder and Director of The Mentoring Council. She has cycled from San Francisco to New Jersey and down each coast in a quest to discover what people love about their jobs. Her documentary *Work Matters* captured the interviews she conducted on the bike.

Oct 10: Influence to Impact: Leveraging Interpersonal Power for Women Leaders

Influence is a crucial competency that enables leaders to succeed in the global marketplace. This program is a highly interactive, leadership development workshop for women. In this course women come to understand the three levels of power involved in influencing, they discover their I2I (Influence to Impact) influence profile, they are taught the power of language and the role gender plays in organizational influence, they are taught to use dialogue as an influence tool, and are taught the secrets of leveraging the hidden power of the organization.

Dr. Jeanne Porter King is a seasoned organizational development consultant, author and inspirational speaker that has been called to lead and make a difference in the lives of others. She has worked in a number of development roles in Fortune 100 companies, which includes working as Senior Consultant in the Diversity Practice of Price Waterhouse.

Nov 14: Championing Your Ideas at Work: Becoming Your Own Best Advocate

Successful advocates know how important it is to clearly communicate their ideas, how their reputations shape how people respond to their ideas, how they need to build partnerships and alliances with others in getting ideas adopted, how they must "pre-sell" any idea long before formal meetings, and how to be persuasive and influential in meetings. We will discuss new research on each of those topics - research that offers you interesting and surprising ways to champion innovations in your organization.

Dr. John Daly is the Liddell Professor in the College of Communication, Distinguished Teaching Professor, and TCB Professor of Management at the University of Texas at Austin. He teaches graduate and undergraduate courses on topics such as interpersonal communication, organizational behavior, and advocacy and persuasion. He has won every major undergraduate teaching award at the University of Texas. He has published more than one hundred scholarly articles, and completed nine books, including, most recently, *Advocacy: Championing Ideas and Influencing Others* (Yale) as well as *The SAGE Handbook of Interpersonal Communication*. He has served as President of the National Communication Association and on the Board of Directors of the International Communication Association and the International Customer Service Association. His work has appeared in major popular outlets like the *Washington Post*, *Wall Street Journal*, *New York Times*. He has worked with Goldman Sachs, Morgan Stanley, Marriott, American Airlines, Roche, Amgen, Pfizer, Astra-Zeneca, State Farm, Kraft, ExxonMobil, Shell, Texas Instruments, UPS, FedEx-Kinkos, 3M, Dell, IBM, AT&T, USAA, Prudential, and Samsung, among many others.

Dec 06: Critical Thinking: Managing Uncertainty and Anticipating the Unexpected

The higher you are in the organization, the more complex problems become. This fast-paced class focuses on developing advanced skills in critical thinking and breakthrough problem-solving. Discover how to increase the quality of your decisions, and those of your team, with particular emphasis on the importance of critical thinking skills to mitigate the effect of our own cognitive biases, as well as an emphasis on making decisions with little or ambiguous information and deep uncertainty. This seminar will help you leverage your team's immense untapped wisdom to get better results. If you are responsible for improving productivity, strategy, quality, or safety you can't afford to miss this class!

Kathy Pearson, Ph.D. is Founder and President of Enterprise Learning Solutions, a firm focused on executive development and learning across industries. An award-winning educator, Kathy is heavily involved in Executive Education at The Wharton School and Duke CE. In addition to her executive development work, Kathy consults to senior leadership teams in the areas of strategic formulation, complex decision making under uncertainty, and strategic execution.

Kathy received her B.S. degree in theoretical mathematics from Auburn University, her M.S. degree in Decision Sciences from Georgia State University, and her Ph.D. in industrial engineering from Northwestern University.

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